

Interests of Efficiency Retirement Factsheet

Retirement in the Interest of the Efficiency of the Service (IOE)

Employers should note the information contained within the Agenda for Change (AFC) handbook (and the parallel agreement for doctors). This provides for new arrangements effective from 1 April 2008 for retirement “in the interests of the service.”

IOE is aimed at employees who have given valuable HSC service in the past but are no longer capable of doing so. This might be because of new or expanded duties or a decline in the ability to perform existing duties efficiently, but not so as to qualify them for ill-health retirement.

Employers are expected to consider alternatives before agreeing to the early retirement. As with the new redundancy arrangements, IOE retirement provides for early payment of an un-enhanced pension, but without the possibility of a redundancy payment (although the transitional provision for enhanced benefits remains until 30 September 2011 for those who satisfy the conditions).

Direction Bodies, GP Practices and out of Hours Providers

Members who are employed by a GP Practice, Out of Hours Provider or most Directional Bodies cannot be considered for Early Retirement in the Interest of Efficiency (IOE).